



House of Representatives

General Assembly

File No. 706

February Session, 2008

House Resolution No. 17

House of Representatives, April 22, 2008

The House Committee on Appropriations reported through REP. MERRILL of the 54th Dist., Chairperson of the Committee on the part of the House, that the resolution ought to be adopted.

**RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION
AWARD BETWEEN THE BOARD OF TRUSTEES OF COMMUNITY-
TECHNICAL COLLEGES AND THE FEDERATION OF TECHNICAL
COLLEGE TEACHERS, LOCAL 1942, AFT, AFL-CIO.**

Resolved by this House:

- 1 That the arbitration award between the Board of Trustees of
- 2 Community-Technical Colleges and the Federation of Technical
- 3 College Teachers, Local 1942, AFT, AFL-CIO, issued by the arbitrator
- 4 on March 31, 2008, and submitted to this assembly for approval April
- 5 3, 2008, as provided in subsection (b) of section 5-278 of the general
- 6 statutes, is approved.

APP *House Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either chamber thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 08 \$	FY 09 \$
Regional Community-Technical Colleges	GF - Cost	660,128	1,448,619

Note: GF=General Fund

Agency Affected	Fund-Effect	FY 10 \$	FY 10 \$ Annualized
Regional Community-Technical Colleges	GF - Cost	2,268,203	2,383,695

Note: GF=General Fund

Municipal Impact: None

Explanation

This arbitration award for the State Technical Colleges Teachers' bargaining unit is submitted for approval for the three-year period July 1, 2007 through June 30, 2010. Costs shown above are for the 181 General Fund full-time equivalents covered by this award. There are also two Operating Fund full-time equivalents in this bargaining unit. Cost details are attached.

This award provides wage increases that are generally in line with increases for other collective bargaining agreements and arbitration awards for the same time period. The Reserve for Salary Adjustments account contains sufficient funding to cover the FY 08 costs of this award. The Appropriations Committee's FY 09 Midterm Budget Adjustments (sHB 5021) include sufficient funding in the Reserve for Salary Adjustments account to cover the FY 09 costs of this award.

Cost Estimate of Award

General Fund

State Technical Colleges Teachers' Bargaining Unit
 Agency Affected: Regional Community-Technical Colleges
 Term of Contract: Three years, July 1, 2007 through June 30, 2010
 Number of Full-Time Equivalents Affected by Contract:

181 General Fund
2 Other Funds
183 Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Annual Increments and Lump Sums	Other
Prior to Contract	\$66,945				
1st Year of Contract (FY 08)	70,254	4.94%	2.40%	1.41%	1.13%
2nd Year of Contract (FY 09)	73,709	4.92%	2.38%	1.52%	1.02%
3rd Year of Contract (FY 10)	77,258	4.81%	2.36%	1.44%	1.01%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increments and Lump Sums	Other
Prior to Contract	\$66,945				
1st Year of Contract (FY 08)	70,798	5.76%	2.83%	1.66%	1.27%
2nd Year of Contract (FY 09)	74,855	5.73%	2.80%	1.78%	1.15%
3rd Year of Contract (FY 10)	79,051	5.61%	2.78%	1.69%	1.14%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (3 years)
Salaries[1]	\$ 12,117,043	\$ 14,308,226	18.1%
Fringe Benefits[2]			
Value of Current Items	\$ 4,254,960	\$ 4,641,046	
Negotiated Improvements	<u>-</u>	<u>23,118</u>	
Total Fringe Benefits	\$ 4,254,960	\$ 4,664,164	9.6%
Total	\$ 16,372,003	\$ 18,972,390	15.9%

5.05% average per year (compounded)

[1] Salaries include base salary, longevity payments, lump-sum payments to employees at maximum, Department Chair/Program Coordinator payments, and Nursing/Dental Course Leader payments.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, Professional Development, Part-Time Professional Development, Retraining, Computer Literacy Training, Sabbatical Leave, and Allied Health Clinical Uniforms.

Detail of Cost Estimates

General Fund

Contract Items[1]	FY 08	FY 09	FY 10	FY 10 Annualized
First Year of Contract (FY 08)				
3% General Wage Increase Effective 7/20/07 (23 pay periods) for 12- month Employees and 8/3/07 (22 pay periods) for 10-month Employees	\$ 291,272	\$ 342,481	\$ 342,481	\$ 342,481
Annual Increments	168,492	198,343	198,343	198,343
Lump Sum Payments for Employees at Maximum	2,800	2,800	2,800	2,800
5% Longevity Increase (added to Promotion Base)	11,657	11,657	11,657	11,657
Promotion Fund .75% of Wages	72,863	85,673	85,673	85,673
Grievance/Change in Duties Increase .2% of Wages	19,430	22,846	22,846	22,846
5% Program Coordinator/Department Chair Increase	19,559	19,559	19,559	19,559
5% Nursing/Dental Course Leaders Increase	14,007	14,007	14,007	14,007
5% Professional Development Increase	2,530	2,530	2,530	2,530
Establish Professional Development for Part-Time Employees	8,500	8,500	8,500	8,500
5% Computer Literacy Training Program Increase	759	759	759	759
5% Sabbatical Leave Increase	506	506	506	506
5% Retraining Increase	759	759	759	759
5% Allied Health Clinical Uniforms Increase	83	83	83	83
Total First Year of Contract	\$ 613,217	\$ 710,503	\$ 710,503	\$ 710,503
Second Year of Contract (FY 09)				
3% General Wage Increase Effective 7/18/08 (23 pay periods) for 12- month Employees and 8/1/08 for 10-month Employees		\$ 305,149	\$ 358,779	\$ 358,779
Annual Increments		190,714	224,094	224,094
Lump Sum Payments for Employees at Maximum		4,300	4,300	4,300
5% Longevity Increase (added to Promotion Base)		12,240	12,240	12,240
Promotion Fund .75% of Wages		76,313	89,730	89,730
Grievance/Change in Duties Fund .2% of Wages		20,350	23,928	23,928

Contract Items[1]	FY 08	FY 09	FY 10	FY 10 Annualized
5% Program Coordinator/Department Chair Increase		20,537	20,537	20,537
5% Nursing/Dental Course Leaders Increase		700	700	700
5% Professional Development Increase		2,656	2,656	2,656
5% Computer Literacy Training Program Increase		797	797	797
5% Sabbatical Leave Increase		531	531	531
5% Retraining Increase		797	797	797
5% Allied Health Clinical Uniforms Increase		88	88	88
Total Second Year		\$ 635,172	\$ 739,177	\$ 739,177
Third Year of Contract (FY 10)				
3% General Wage Increase Effective 7/17/09 (23 pay periods) for 12-month Employees and 7/31/09 for 10-month Employees			\$ 320,183	\$ 376,470
Annual Increments			189,818	222,993
Lump Sum Payments for Employees at Maximum			5,700	5,700
Longevity Increase (added to Promotion Base)			12,852	12,852
Promotion Fund .75% of Wages			80,031	94,101
Grievance/Change in Duties Fund .20% of Wages			21,342	25,094
5% Program Coordinator/Department Chair Increase			21,564	21,564
5% Nursing/Dental Course Leaders Increase			735	735
5% Professional Development Increase			2,789	2,789
5% Computer Literacy Training Program Increase			837	837
5% Sabbatical Leave Increase			558	558
5% Retraining Increase			837	837
5% Allied Health Clinical Uniforms Increase			92	92
Total Third Year			\$ 657,337	\$ 764,621
Subtotal General Fund Cost of Contract	\$ 613,217	\$ 1,345,675	\$ 2,107,017	\$ 2,214,301
Social Security Costs	46,911	102,944	161,187	169,394
Total General Fund Cost of Contract	\$ 660,128	\$ 1,448,619	\$ 2,268,203	\$ 2,383,695

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

Notes:

This award also includes a provision to pay a new premium of 20% to employees whose lab time hour actually is an hour. The arbitrator has determined that for these employees an hour does not equal an hour. No cost estimate for that has been provided. It is assumed to be a minimal cost.

In accordance with a previous agreement, Minority Fellowship Program funds for the three bargaining units in the Community-Technical Colleges Coalition are held in the Congress of Community Colleges contract account and have already been increased by 5% per year through FY 10.

OFA Bill Analysis**HR 17**

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SUMMARY:

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage

COMMITTEE ACTION

Appropriations Committee

House Favorable

Yea 38 Nay 0 (04/15/2008)